



DHR, CPAC, ASAP, EAP
WELL-BEING TEAM

WORKFORCE PRIDE

DHR, ASAP, EAP NEWSLETTER

VOLUME 1, ISSUE 9

MAY 2011

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A View from the Top: The Case for Change



Mr. Kirby Brown,
Deputy to the
Commanding
General, FCoE

Over the past few years we have witnessed firsthand the transformation of our Army into a more agile modular force capable of performing a wide range of combat and peacekeeping missions. Unfortunately, the Army's civilian workforce has not kept pace with this transformation. Civilians are employed in

every segment of our Army, to include a large portion of key leadership positions. The Army's ability to execute current and future missions depends on the generating force, the majority of which are civilians. On 25 October, 2010, while addressing the AUSA Convention, the Hon. Mr. McHugh, Secretary of the Army stated; "While the operational Army has adapted to an adaptive, flexible enemy, the Institutional Army-our generating force- which prepares, trains, educates and supports our operating forces, has not evolved." Two days later at the convention the Hon. Mr. Westphal, Under Secretary of the Army stated; "Secretary McHugh and I want to move faster and more aggressively to... initiate... a new era of change for our civilian workforce in the Army. And we want to do it right now." The Army staff has been directed to do four things:

1. Hire the right people, with the right skills, at the right place, at the right time. As a result of the Baby-Boomers reaching retirement age, BRAC movements, in-sourcing initiatives, military to civilian conversion of positions, and normal attrition, there will be knowledge and intellectual gaps in our workforce that will need to be filled over the next five years. This would require a complete overhaul of our current hiring process in order to make it easier to reach the talent we need in a timely manner.

2. Manage 100% of the civilian workforce. The Civilian Human Resources Agency has begun working to ensure every civilian occupation is mapped to one of 31 Career Programs. Current only 40% of the civilian workforce is aligned to a Career Program. Along with that alignment would come career lifecycle management of our civilian employees with a clearly defined set of requirements needed to succeed in their chosen occupations.

3. A Trained Civilian Workforce. Provide training, development goals and pathways that cascade throughout the civilian workforce to develop civilians throughout their career and to meet the needs of tomorrow.

4. Sustainment of the Civilian Workforce. Develop and deploy a competency-based system to grow senior leaders by effectively managing talent acquisition, development, and succession planning. Create leaders who enjoy choices in their career

development opportunities.

Our civilian workforce is changing and it's important that you are prepared to change with it. By FY12 every civilian employee will be aligned under a career program with a Functional Chief Representative who will be responsible for ensuring they have the professional development opportunities needed for growth and advancement. I challenge each of you to start thinking about your careers in a more holistic fashion.

Think about where you would like your career to be in five years and the steps you will need to take to get there. Be prepared to move, if necessary, to gain the knowledge and experience you need to achieve your career goals. Above all, be prepared to make the right career decision at the right time in your career.



Got Kids?? School is Out!! Oh my.....

Whether you are a parent, grandparent, or neighbor of school age children, this time of year is filled with many challenges. Parents are scattered about trying to find summer programs to enroll their children in. Grandparents are getting the house prepared for those bundles of joy to arrive and spend more time with them, and neighbors are thinking about safeguarding their house and yard from the feisty bunch of neighborhood children who run amok during working hours! This edition of Workforce Pride will provide many resources and ideas to keep those energetic balls of fire occupied, focused, and nutritious during this summer's break.



10 Healthy Eating Tips for Kids

- Tip 1:** Food is Fun... Enjoy your food
- Tip 2:** Breakfast is a very important meal
- Tip 3:** Eat lots of different foods every day, variety is the recipe for health
- Tip 4:** Which group would you tip for the top? Base your food on carbohydrates
- Tip 5:** Gimme five! Eat fruits and vegetables with each meal and as tasty snacks!



- Tip 6:** Fat facts. Too much saturated fat is not good for your health
- Tip 7:** Snack attack! Eat regularly and choose a variety of snacks
- Tip 8:** Quench your thirst. Drink plenty of liquids
- Tip 9:** Care for those teeth! Brush your teeth at least twice a day
- Tip 10:** Get moving! Be active every day



Click here for more information: http://www.nourishinteractive.com/parents_area/family_kids_nutrition_healthy_eating_tips



Find more healthy eating tips at:
www.nourishinteractive.com

Keeping Kid's Busy During the Summer



1 The first thing you will want to do is read this entire article. There will be many ideas that are appropriate for a wide variety of ages and abilities. To ensure success in keeping your children busy during summer vacation, remember to first choose the activities that are best age-appropriate and then adapt them to the ability of your child or children. Some activities are free or virtually free and some activities will cost money.

2 Library Card

One of the simplest ways to keep kids busy during summer vacation is to take them to the local library. Quite often they have free reading programs which will allow children to earn prizes for books they read. If you make a weekly trip to the library (example: Monday's are Library days), then you will have one day per week filled in with something to do as well as books and videos for your child to read and watch during the week. The libraries are generally a free activity!

Additionally, your library may have available videos and books to view online for your kids!

3 Swimming Pool

Swimming! Swimming is a great summer activity for kids to stay busy during summer break. Children get exercise, have fun, stay cool, and really seem to enjoy swimming. If you don't have a swimming pool, check out your city website and see if they have community pools. Quite often you can purchase a summer pool pass for your family and use it as often as you like. If you are well organized and prefer to keep a schedule, consider making both a library day and a pool day for your kids over their break. This way you will have filled in two of five days with constructive activities!

4 Movies for Summer Vacation

Movies and Popcorn! In order to keep kids busy during summer vacation, it will take more than just the swimming pool and the library. Movies are great because they take up about 2 hours of time during the day, they are in the air condition, don't require sun screen and your child can simply rest a bit. Most local movie theaters will have a summer deal for kids. Some of them will have a movie a week for a very low price. Additionally, you can use netflix and get movies both online and delivered to your door.

5 Volunteer to keep your child busy during Summer break

Summer Volunteer Jobs! Or if your child is old enough-- a summer paid job! A healthy and proactive way to keep your child busy during summer vacation is to help them find the perfect volunteer job. There are likely many places in your community that really do need help. Many volunteer jobs are flexible and can allow your child to work from 1 hour once a week to daily. Interview several different volunteer jobs to find the best fit for your child. If you have time and want to, many volunteer jobs encourage parents and children to work together. You can find many volunteer jobs by your local newspaper, online resources, & the local library. You can also check out Volunteers of America and Volunteer match online.

6 Summer Break Arts and Crafts

Arts and Crafts! Arts and crafts can be as simple as coloring a page in a coloring book to sewing a new outfit to building a tree house or play house. There are many books at your local library or hardware store on how to do a great variety of arts and craft projects. You can also get a lot of ideas from your local arts and craft store. For example, Micheal's typically has free kids crafts during summer vacation. Some crafts can take a few minutes to a few hours, or it can be a major project that will take most of the summer to complete. Either way, your kids are sure to stay busy during the break with arts and crafts!

7 Sports Programs for Summer

Sports Programs! Check out your local YMCA, Multi-generational center, & schools to see what sports programs are going on over the summer. Exercise is great for kids of all ages and you may find a sport your child is interested in. Participation on a sports team can vary from lessons to competitive and can last from a week to the whole summer. You can probably find information in your local newspaper, the internet, or your city's website.

8 Summer Lemonade Stand

Lemonade stand! Here's an old classic business for kids to do on summer vacation. Create a lemonade stand! This is a great way to teach your child about business, money, expenses, profits, and if the stand does well, the money can be used to do some of the more expensive activities.

9 Membership Card

Memberships! Don't underestimate the value of local museum, zoo, and science center memberships. You may find that if you were to take your family twice, the membership would be paid for and you can take your family as much as you want for the entire year. Kids can learn so much from these places, as well as have a great time!

10 Camping!

What better way is there to spend a summer weekend than in the mountains camping. Kids seem to love camping trips! The good thing about a camping trip is that it will get your family out of the house for a few days and it will take some time to plan it. Another way to keep kids busy during the summer is to have them take a significant part in helping to plan the camping trip.

Resources:

eHow.com

Net Flix

Volunteers of America

Arts and Craft Ideas

Construction Projects for Kids





Steve Gluck
Fort Sill
Emergency Manager

Know Thy Neighbors

Recently, I was thankful to have the opportunity to speak at a family readiness group meeting for HHB 2-4 FA. It was after 6pm and you could see the wear and tear on the faces and bodies of the Soldiers that were meeting. I was grateful for the large number of family members who were in attendance. We were there to talk about Spring disaster preparedness, with some general information about severe weather and tornadoes. We talked about things like where shelters were located and the differences between "watches" and "warnings". We discussed good to know general stuff that everyone could use. The thought that kept coming into my mind as I spoke to this group was, that we no longer know our neighbors.

Some of those present, knew their neighbors, some know who had a shelter or cellar that they could go to, some even had good family disaster go kits (Kudos to those who did, especially since the children knew what to do also). Everyone is too busy, or you just really don't like them to

begin with because they are noisy, or their animals make a mess in your yard, or you really just don't like to be bothered. Yet over and over and over again in every community across the nation and the world when an incident or disaster strikes, it is always the neighbor who will be the first one usually there to help you. There are not enough 1st responders to go around, and it might be a while before they can get to you. But neighbors are always there.

Considering that preparedness is really an individual and family responsibility first, the neighborhood where you live is equally important in that preparedness realm. The Oklahoma Office of Homeland Security has a new initiative called Map Your Neighborhood that is a program designed to help neighborhoods prepare for disaster. I wanted to provide you with the information and also for another program called Community Emergency Response Team (CERT) that was originally started in California in response to the Northridge earthquake in which it was realized how beneficial the response of the neighbors were and how that situation could have been further enhanced if those neighbors had been provided a little training on first-aid and triage, light search and rescue, disaster psychology, Incident Command, basic fire suppression (how to use a fire extinguisher) amongst other vital training contained in a 20 hour block of time. Take a few minutes now to do what it takes to get yourself and your family ready for incidents and see what you can do to help your neighborhood, help alleviate pain and suffering of those around you.

If you need further information or assistance please contact the Emergency Management Office at 580-442-2533/5158.

For more information on MYN visit: http://www.ok.gov/reddirtready/YOUR_NEIGHBORHOOD/Map_Your_Neighborhood/index.html

For more information on CERT visit: <http://www.ok.gov/reddirtready/VOLUNTEER/CERT/>



Recent US Tornado and Flood Devastation

How can you help?

American Red Cross:

Donate online at www.redcross.org or text REDCROSS to 90999 on your mobile phone to donate \$10.

The Salvation Army:

Donate online at www.salvationarmyusa.org or text "GIVE" to 80888 to make a \$10 donation.

For more state specific donation opportunities contact the following:

www.mississippi.relief.com

Or

www.servealabama.gov

Or

<http://www.sema.dps.mo.gov/recover/donations.asp>



BIT OF HISTORY

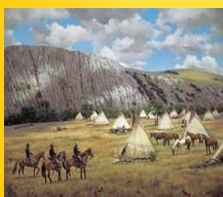
Col Henry Dodge and the 1st United States Dragoons

The first documented contact between the United States Army and the Native Americans living in the area later to become Fort Sill was in August 1834 near Medicine Bluffs. The 1st United States Dragoons was the first mounted Regular Army unit organized in the history of the United States.

The unit was organized in 1832 under the command of Colonel Henry Dodge. Col Dodge was leading a detachment of 250 Dragoons during an operation known as the

"Pawnee Expedition" in 1834 when they camped with a large Comanche village in what is today Fort Sill. This cordial meeting of the two groups was the first of many that was not nearly as cordial in later years. It was Col Dodge's reports of this meeting and his assessment of the area that would in later years convince commanders to establish a fort at the location.

A point of interest is that Henry Dodge could have been the thirteenth President of the United States. Second in command to Col Dodge in the Dragoons was LTC Zachary Taylor, who asked Dodge to run on his Presidential ticket as his Vice-President in 1847. Dodge turned Taylor down and Millard Fillmore took his place. President Taylor was elected in 1847 and died in office in 1850 making Fillmore the thirteenth President.



"Social Media and the Workforce"

Mr. Thomas M. Easterly
Plans, Analysis, and Integration Office



20 years ago we would have asked where MySpace is and what's a Facebook? Not today. Today those words are synonymous with Social Media, an ever expanding entity. It seems as if everyone has Facebook, Twitter, MySpace, and adds a video to YouTube. It is estimated that 89 percent of the population

has some type of social media account, and on average visits it two to three times a day. Many of the Directorates and units on Sill have a social media page of some sort; and that's a good thing. The number of Americans frequently visiting online video destinations has climbed 339 percent since 2003. Time spent on video sites has shot up almost 2,000 percent over the same period. In the last year alone, unique viewers of online video grew 10 percent, the number of streams grew 41 percent, the streams per user grew 27 percent, and the total minutes engaged with online video grew 71 percent. There are 87 percent more online social media users now than in 2003, with 883 percent more time devoted to those sites. In the last year alone, time spent on social networking sites had surged 73 percent. In February, social network usage exceeded Web-based e-mail usage for the first time. (NielsenWire.com). As of January 2011, Facebook has more than 600 million active users. Our installation is no different; we use Official web-page and Facebook Fan-Page sites as part of our outreach in which to communicate to the public. By doing this it allows us to reach a broader component of the community and our workforce. The workforce of today uses social media on a daily basis. How we communicated ten years ago has since changed dramatically, and as leaders we must adapt accordingly. So grab your Smart Phones (not while driving) and update your site, go to your Social Media pages and post relevant and approved information. Keeping the workforce engaged and informed via Social Media is the way of a new generation.



ASAP CALENDAR OF EVENTS

May 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

MEMORIAL DAY



"If you want to drink, that is your business. But if you would like to stop, that is our business."

Fort Sill Group of Alcoholics Anonymous meets every **Wednesday night at 1900 hours** in the Well-Being Center, ASAP located at Building 3415 Miner Road.

For further AA information, please contact Mike at 591-3750

MAY ASAP COMMUNITY TRAINING

Wednesday, 25 May 2011

Location: RTC, Bldg 2934 Marcy Road (Room 125)
1200-1400, Employee Assistance Program (EAP)
1400-1600, Habit #2: Begin with the End in Mind
Thursday, 26 May 2011

Location: RTC, Bldg 2934 Marcy Road (Room 125)
1200-1400, Suicide Prevention
1400-1600, Personalities in the Workplace

Friday, 27 May 2011

Location: RTC, Bldg 2934 Marcy Road (Room 125)
0900-1100, Workforce Engagement Supervisory Training
1200-1400, Bullying in the Workplace
1400-1600, Building Healthy Workplace Relationships

ASAP COMMUNITY TRAINING

TRAINING HOLIDAY



100 days of Summer Kick-Off

MOVIES AT THE BEACH-LETRA (2030-2200)

"I bet I can quit!"

Fort Sill Gamblers' Anonymous Group will meet every **Tuesday from 1800-2000** beginning 7 June in the Well-Being Center, ASAP located at Building 3415 Miner Road.

For further information, please contact ASAP at 442-6069



June 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

ADAPT (B2871 Craig Rd 0800-1600)

ARMY BIRTHDAY!

Unit Prevention Leader TRAINING (Well-Being Center, ASAP 0800-1600)

ASAP COMMUNITY TRAINING

BEST TRAINING

CWBO MEETING

BEST TRAINING

BIKE TOUR OF THE WICHITAS 8AM

CAMPAIGN
23 MAY-5 JUNE



Family Life Cycle Strand

Family transitional events, depicted in the figure as green dots, are often generated by unit and Soldier transitions. A unit deployment or Soldier PCS may create transitions that impact the Family. Family relocation during a deployment or a PCS means transitions to new jobs, neighborhoods and schools. Unit and Soldier transitions also may exacerbate naturally occurring transitions experienced by every Family including: parenting, marital discord, financial problems and taking care of aging parents. Add these issues now to transition points from the other strands and one quickly appreciates the cumulative stressors associated with military life.

The Family Life Cycle Strand is equally relevant to single Soldiers and single-parent Soldiers. Family composition has evolved well beyond the nuclear Family. Soldier "Families" now include extended Families that consist of grandparents, aunts, uncles and other relatives; "adopted" Families that Soldiers assimilate as their "own"; single-parent Families; and even single Soldiers who are attached to a beloved pet. Although these Families may not be formally recognized as "Army Families," they provide Soldiers nurturing and financial support; stability and refuge; enjoyment and escape. They, too, should be considered in this Composite Life Cycle Model when gauging mitigation efforts in policy and program (services and products) as they can also be a source of stress as a result of transitional events.

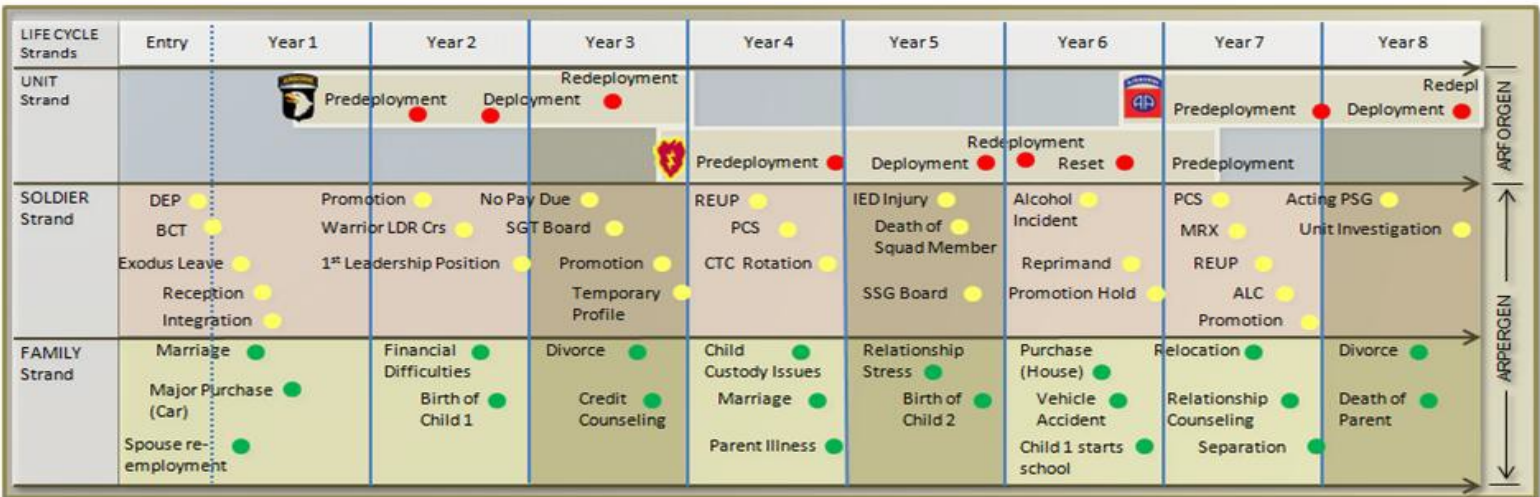
Life focus

Check out **page 7** for ways to mitigate your stress.



SUICIDE PREVENTION PROGRAM COORDINATOR (SPPM)
ROBERT DODRILL

Again, by adding the Family Life Cycle Strand, the composite picture now more holistically depicts for Army leaders and program/service providers the cumulative set of potential transition stressors across all three life cycles. Moving from unit, to Soldier, to Family down the chart at a single time and point, one can see specific sets of transitions, clustered as red, amber and green dots in the chart below. Taken as a whole across the entire composite life cycle, the variable spread of these clusters illustrates the complexity of transitional sets impacting units, Soldiers and their Families. Although similar in many respects to clusters one might find for individuals in any society, the operational tempo of the Army causes an increase in frequency of these transitions due to both the Army's institutional and expeditionary requirements. This complexity strikes at the heart of Family transitions. In many respects, the Army Family has become an expeditionary element of the Soldier and unit. This realization means that unit leaders and Soldiers must incorporate Family transition planning considerations into their pending deployment or separation. Although the Army is working hard to accommodate critical aspects of separation preparation via Family Care Plans, Family Readiness Groups (FRG), Family Readiness Support Assistants (FRSA), the Soldier Readiness Program, etc., current policies and programs do not penetrate the Family Life Cycle to address all aspects of Family transitions.



What Would You Do?

A 23 year old Private First Class received an Article 15 for punching a hole in the wall in Jul 09. He was married in Oct 09 and deployed in Nov 09. He was providing financial assistance to his wife's parents and was in daily communication with his wife via telephone and text messaging. Just before he committed suicide, he argued with his wife about finances. He asked her to communicate with him on instant messenger via internet web-cam. Once the connection was established, he informed his wife he planned to kill himself. She attempted to talk him out of harming himself, but was unsuccessful. The impact of transitions and associated stress (family separation) can seem overwhelming for some Soldiers.

Lifeline Link: <http://www.suicidepreventionlifeline.org/>

NEWS FLASH
From Vice Chief of Staff

LEADERS AT ALL LEVELS MUST ESTABLISH AND SUSTAIN VIABLE SPONSORSHIP PROGRAMS PURSUANT TO AR 600-8-8, THE TOTAL ARMY SPONSORSHIP PROGRAM, FOR BOTH DEPARTING AND ARRIVING SOLDIERS (AND THEIR FAMILIES) TO ENSURE NO GAPS IN ARMY SUPPORT SYSTEMS. LEADERS SHOULD PAY PARTICULAR ATTENTION TO SUPPORT SOLDIERS TRANSITIONING INTO UNITS SHORTLY BEFORE DEPLOYMENT TO ENSURE PROPER INTEGRATION AND TEAM COHESION.

SOLDIERS WHO MAY BE SEPARATED FROM THEIR FAMILIES AND/OR RESIDING ALONE IN OFF-POST HOUSING APPEAR TO BE AT INCREASED RISK. LEADERS AT ALL LEVELS SHOULD TAKE ADDITIONAL MITIGATION EFFORTS TO MAINTAIN VISIBILITY AND ACCOUNTABILITY OF THESE SOLDIERS.

Important Numbers
In case of emergency call 911

- Civilian Employee Problems 442-6306
- DFAS 1-888-DFAS4111
- Financial Issues 442-2151
- Military Family Life Consultants 574-7362/7363
- Military OneSource 1-800-342-9647
- Marriage & Relationship 442-2816
- Responsible Sexual Behavior 442-4833
- Spiritual Fitness 442-5003
- Life Skills Stress Management 442-4833/6306/4916
- Suicide Prevention Lifeline 1-800-273-Talk



New Faces Reducing Risks

Ft. Sill ASAP is proud to introduce the newest faces to the Risk Reduction Program (RRP). Ms. Janice Carter and Ms. Stephanie Armel are very excited to be working with the installation Commanders to ensure that their areas of responsibility are receiving the support necessary to reduce risks and increase awareness. Together they are bringing over 50 years of Military and Government service. They are both looking forward to meeting and supporting all of the Commanders, Soldiers, and Installation Units.



Stephanie Armel and Janice Carter, RRP Coordinators

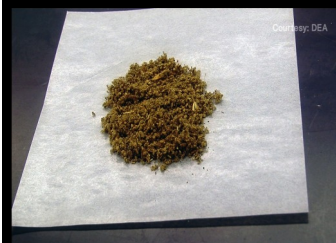
Spice Update



Three Fort Sill Soldiers abusing the illegal compounds of synthetic marijuana have now been reported by the Army Drug Testing Laboratory. Herbal incense products and plant food blends such as SPICE, BLAZE, RED X, DREAM, K2, GENIE, SPARK, FUSION, SALVIA, just to name a few, are sold over the internet, at smoke shops, gas stations,

convenience stores and manufactured in residential neighborhoods. The blend is mostly smoked by rolling it in cigarette papers or using a pipe. Based on scientific data five substances have the potential to be extremely harmful and pose an imminent hazard to public safety. Poison Control Centers have received thousands of phone calls relating to the side effects of the drug, tremors,

seizures, hallucinations, paranoia, racing heart beat and individuals being non-responsive. Some of the chemicals can become a toxic mixture in the body and potentially lethal. Confirmed deaths have been reported and a teen has committed suicide because of the hallucination effects of the chemicals. Individuals possessing, using or distributing these products can be punished



Courtesy: DEA

for 10 years in prison. Soldiers should be made aware, that if caught using while in service, it's a felony title up to 49 years. Commanders suspecting Soldiers involved with drugs must contact the Criminal Investigation Division. Soldiers are encouraged to seek treatment at the Well Being Center, Army Substance Abuse Program. It is Army policy to encourage voluntary entry into the ASAP. Cases are handled confidentially at the Well Being Center, ASAP located at 3415 Miner Rd. You can also call (580) 442 - 1864/1954/5872 for more treatment information. Professional counseling is offered with the Soldier's fitness, safety and well being in mind.



DEAR FRAN

Dear Fran,
Help!!! I have so much stress at work that I have problems doing my job. Basically, my boss is the worst. He keeps demanding more and more of me, and he is never satisfied with my results. I feel unappreciated because he never acknowledges the things that I do well. He has singled me out, attacks me and humiliates me in front of others. My co-workers do not want to have anything to do with me. Lately, I find myself drinking more and more alcohol to help me relax. Please help. Any advice would be appreciated.



Battling the Boss
Ft. Sill, OK

DEAR BATTLING THE BOSS,

You are acting and feeling very human! When experiencing emotional stress, one of the first things that humans do, is look for a mood-altering experience. If you have not developed some healthy coping skills, alcohol becomes the choice. Alcohol can help you relax but it takes more and more each time to reach the same level of relaxation, due to tolerance, and can become another problem adding to your stress.

Job satisfaction is a shared responsibility. It is possible your boss has not attended the Supervisor Training that emphasizes how important it is for an employee to know exactly what is expected of them, in order to meet goals and feel appreciated for the job they perform. Have you approached your boss to ask how you can improve your performance to meet his goals? You also may not be taking advantage of your Employee Assistance Program. This tool allows you to express your frustrations and may even lead to a mediation session with your boss. Humiliating an employee in front of co-workers is not acceptable and can be seen as bullying. Don't try to drown your stress in drinking. Be proactive and look for some positive way to deal with this stressful situation. Good employees are valuable assets and should be treated as such!

Fran

If you have any questions or concerns that you would like Fran to address, please contact Fran through our ASAP Facebook page: <http://www.facebook.com/pages/Lawton-OK/Fort-Sill-Army-Substance-Abuse-Program/115638415119642>

ASAP Testimonial



"One year ago I was Command referred for an alcohol-related incident. Since then, I have completed two inpatient programs, attended 90 meetings in 90 days, worked the 12 steps and continued to stay motivated. My unit is built for success, and my attitude is a reflection of that success. I learned early on that I can not dwell on the past, but I must make goals for the future. My turning point was when my Commander pulled me into his office and told me that he expected better from me. My Commander showed me that he cared, and he provided tough love. On 6 June 2011, I will reach one year of sobriety! ASAP was a great resource that helped me to find solutions to my problem. I related to others in group due to our military experiences. Individual sessions helped to identify what assistance I needed. Thank you to my Command and ASAP for all of your support."

PV2
US Army
Ft. Sill, OK



EMPLOYEE SPOTLIGHT



**SSG
JOSHUA
FERRIER,
HQ A 3/6**

What is your favorite phrase?

Smock

What is your least favorite word?

Yuck

What turns you on?

People

What turns you off?

People who wear socks with sandals

What sound or noise do you love?

Laughter

What sound or noise do you hate?

Car horns

What profession other than your own would you like to attempt?

Ghost buster

What profession would you not like to do?

Chicken Farmer



Brain teaser



May: A lecturer decides to play a fun logic game. She selects 3 students to stand in a row facing the front of the class. The student at the back (C) can see both students in front. The student in the middle (B) can see only the student in front and the student in front (A) can't see the other 2 students. The lecturer shows the students 3 white caps and 2 black caps, and puts them in a bag. The lecturer then blindfolds each student and asks them to select a cap and put it on their heads. The lecturer then removes their blindfolds and asks the students to solve by logic what color caps they are wearing. (They cannot see the color of their own caps.) The student in front (A) just laughs, because what chance does he have! They stand like this for a few minutes, none of the students can guess at the color of their caps. And then the student in the front (A) shouts that he knows what color cap he is wearing. How is this possible?

Answer in next month's issue of Workforce Pride.

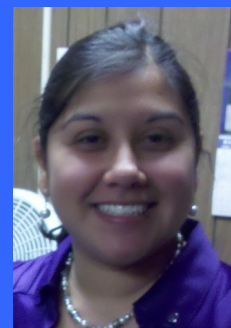
APRIL'S ANSWER: You ask any guard "Which door would the other guard say I should open?" and then choose the opposite!

Ft. Sill Talks Back



"I would be 29. That is the age everyone says they are....right!"
- Amanda Sickler,
NICE Budget Analyst,
Resource Management
Office

"I would be one. At that age you don't know anything!"
- America Moseby,
Management Analyst,
Directorate of Re-
source Management



DID YOU KNOW?

In 2009, 11,593 passenger vehicle occupants died in motor vehicle crashes nationwide between the nighttime hours of 6 p.m. and 5:59 a.m., according to the National Highway Traffic Safety Administration. "Many more nighttime traffic deaths can be prevented if more motorists simply start wearing their seat belts and use a designated driver. That's why **Lawton-Ft Sill** is strongly supporting enhanced nighttime enforcement of seat belt laws during the May 23 – June 5, 2011. **BE WISE.....CLICK IT OR TICKET!!**

EAP Mental Health Minute

Transitions are in full force at this time - many relationships, jobs and living situations are shifting or ending completely, leading, sometimes pushing, people towards their destiny. These transitions can be extremely stressful. Here are some tips on how to cope.

1. **Everything happens for a reason-** You've heard this before, along with "it's a blessing in disguise" and while it may be hard to hear when you're in the muck of it, it is true!
2. **Change your outlook-** Challenges can be fun! The toughest challenges help us grow the most.
3. **Allow yourself to hit bottom-** Life is about regenerating, recycling, rebuilding and repairing.
4. **Perfection is an illusion-** Life is not about being perfect. There's no room for compassion and mercy when we're so busy judging our imperfections.
5. **Have fun-** It's during the massive stressful transitions that we forget to have fun, forget to laugh, and begin to feel joyless. Allow yourself to grieve and process all the change as best you can and give yourself permission to lighten your burden by doing things that make you happy.
6. **Give yourself an opportunity to see the future-** This is a time to follow your dreams, meet the person of your dreams, build your dreams, make your dreams come true. Visualize where you want to be and acknowledge where you are as a temporary pit stop on the road of life.

Reference: eHow.com



Resiliency Training Campus: Open Events

Date	Class	Time	Location
31 May	Love and Logic Parenting Class	1100-1300	BLDG 2870
2 June	The Truth About Tobacco	0900-1000	BLDG 2869
2 June	Portion Distortion	1030-1130	BLDG 2869
6-7 June	Alcohol Drug Abuse Prevention Training	0830-1600	RTCSC
7 June	Love and Logic Parenting class	1100-1300	BLDG 2870
9 June	Poisonous Plants and Animals of Southwestern Oklahoma	0900-1000	BLDG 2869
9 June	Men's Health Concerns	1030-1130	BLDG 2869
11 June	Couple Hood	0800-1600	RTCSC
13 June	RTC Memorization Dedication		RTCSC
14 June	Love and Logic Parenting class	1100-1300	BLDG 2870
16 June	Preventing Diabetes	0900-1000	BLDG 2869
16 June	Women's Health Concerns	1030-1130	BLDG 2869



CHRISTIAN 12 STEP GROUP

When: Every Tuesday and Thursday at 1145 to 1245

Where: Family Life Library , RTC 2934 Marcy Rd

POC: CH (MAJ) Bart Horner 442-5003



PEACEFUL PLAZA

Guided Imagery's Effects on the Body

In this issue we are introducing a brand new monthly self-help feature to the newsletter. Guided imagery has been found to provide significant stress reduction benefits, including physically relaxing the body quickly and efficiently. Some proponents of guided imagery say they are able to understand themselves and the world around them at a much deeper level as they practice it more and more. Recent studies demonstrate the health benefits of imagery are so numerous that many hospitals are incorporating imagery as an option to help with treatment.

What's Involved?

In this and each future newsletter, we will offer a series of links designed for you to practice Guided Imagery daily and enjoy a deeply relaxed state. Simply click on the link, close your eyes, and breathe. With the help of the attached link you can practice guided imagery daily to enjoy a deeply relaxed state and envision, a relaxing scene. Simply click on the link, close your eyes and begin. You may also want to imagine a wise 'guide' accompanying you, answering questions you pose to get to a more satisfying place in your life.

PLEASE DO NOT DISTURB



It Takes Practice

Guided Imagery can be an important part of anyone's day. Dedicate yourself to at least ten minutes or more of listening and relaxation for at least five days and see if it works for you. It is a free stress relieving therapy and, with practice, can be done just about anywhere.



Click [here](#) to relax and enjoy this month's featured "Peaceful Plaza Guided Imagery segment as provided through [healthjourneys.com](#)

BULLETIN....BULLETIN....BULLETIN

Managers Memo: The High Price of Motivational Gas

By J. J. Khalifeh

The Merriam-Webster online dictionary defines motivation as the act or process of providing something (such as a need or desire) that causes a person to act. Almost everyone has run into the occasional unmotivated individual.

The Soldier or civilian that does just enough to keep their job, and no more; the obnoxious waiter or waitress who makes you feel like an imposition. The apathetic service repair man that has to return repeatedly to your home to fix the broken washer. Working with unmotivated people can be extremely challenging, and it is made even more so when a manager is uninterested in what incites them into action. Some managers believe that they should be able to direct motivation and engagement with threats only to discover that once the threat is removed, so is the motivation. Imagine motivation as a fuel that comes in two grades; Grade One: "Get me there" and Grade Two "Get me outta here". Grade one fuel thrust them towards positive behavioral consequences. Examples may be a promotion, more money, a sense of accomplishment when a mission is complete. Or it may be helping people, or gaining the respect of your peers. Grade two is the type of fuel that powers them away from pain and negative behavioral consequences, such as disciplinary actions and/or getting fired.

During counseling sessions managers may find it helpful to ask what they would like to see different about their current work situation. The question may reveal powerful insights to what makes the employee tick and may help to get them back on track. If, for example, the employee responds that they would like to be promoted, a positive motivation, you may share with them the actions that they can do to improve their chances. If the employee, on the other hand, replies that they just want to keep their job or appear not to have any positive motivations, then you can link the motivation of keeping out of trouble and employed with the changes you desire in the employee. When a manager does this they link the employee's motivation with the actions desired of the employee. By taking the time to inquire about an employee's personal motivation you may get a new perspective on what can be done to work with their innate and natural inclinations instead of against them. This will improve your chances of a successful counseling and keep you from spinning your wheels. What need or desire causes you to act? If you don't know, you may benefit by going into a quiet room and figuring it out for yourself.



Did You Hear?...Taco Party!

When: Thursday, 16 June 2011

Where: Building 4700 Mow-Way Road

Time: 1000-1300

Come out, meet me, and join us at Building 4700 for the DHR Taco Party. The only cost to you is your time and donation.



Workplace Etiquette 101: "Good Morning"

Remember to greet the people you see in the morning when you arrive at work—administrative assistants, co-workers, managers, employees in the mailroom, and the receptionist at the front desk. A friendly "good morning" makes everyone's day more pleasant.

FY12 Civilian Education System (CES)

FY12 training schedule for the Civilian Education System (CES) Phase 2 courses is available in CHRTAS. At this time, qualified users may start applying for the FY12 classes. Users may continue to apply for remaining FY11 offerings.

CHRTAS link below:

<https://www.atrrs.army.mil/channels/chrtas/student/logon.aspx?caller=1>

For more information on how to apply please contact Mr. James Durette or Mr. James Frierson at 442-0147/0149.



Click It or Ticket
National Enforcement Mobilization
Campaign Headquarters



MAY 23 - JUNE 5, 2011

2011 Click It or Ticket National Enforcement Mobilization Campaign

To Crack Down on Seat Belt Use – Especially at Night Lawton and Ft Sill will join local and national law enforcement officers and highway safety advocates all across the country for the 2011 national Click It or Ticket seat belt enforcement mobilization, May 23-June 5. During the mobilization, officers will be cracking down on motorists who fail to wear their seat belts – both day and night. They will also be conducting sobriety checkpoints. Because nighttime passenger vehicle occupants are among those least likely to buckle up and most likely to die in crashes when unrestrained, nighttime enforcement has become a priority of the Click It or Ticket mobilization. Of those who died in nighttime crashes in 2009, nearly two-thirds (62 percent) were not wearing seat belts at the time of their fatal crashes. High-visibility enforcement such as the Click It or Ticket and Sobriety checkpoints is credited with increasing the national belt usage rate from 58 percent in 1994 to an observed usage rate of 85 percent in 2010. Belt use and designated drivers save thousands of lives each year across America. In 2009 alone, seat belts saved 12,713 lives nationwide.

Money Saving Ideas for Summer Vacation

Everyone needs a [vacation](#) from time to time. But for most people, the thought of cost is enough to push one off. From transportation, to meals, and [entertainment](#), the many aspects of a [vacation](#) put a dent in your pocket book in a real hurry. With some vigilance, pre-planning, and these tips, you can afford that [vacation](#) that you need.

Don't do things last minute! Especially when it comes to [airfare](#), and likely your hotel stay as well, booking ahead can save loads of money.

Avoid peak season vacations. Many resorts and hotels will jack-up their prices around holidays and times like spring break.

Avoid the 4-star hotels. Sure, they're a treat, but unless you're on a super-special vacation, they usually aren't worth the price hike. A nice 2-star will provide you with more than necessary niceties during your stay.

Check travel websites. There are many out there, and in most cases, they actually can save you money. They don't charge any membership fees, so the only thing you have to lose is a little of your time. Travel sites can potentially save you money on flights, hotels and rental cars.

Travel in packs. While not always feasible, or desired, when appropriate, book vacations for a group. You will often get hotel, travel, and theme park discounts.

Get a suite room with a kitchen. This is smart with extended vacations. If you are spending a week or more in one place, the cost of this deluxe hotel room will save you tons on meals. Shop at a local grocery store and make as many of your own meals as possible. You may think, "Why would I want to cook. I'm on vacation." It's actually more fun than cooking at home though. Unfamiliar grocery stores and kitchens somehow make it exciting.

Stay with relatives. When you are just trying to get away from the day to day grind and don't really care where you're going, try taking a vacation to a relative's house. You can avoid the hotel costs altogether, and catch up with family.

Consider driving farther to an airport. Prices on similar flights can vary a lot from airport to airport. It could be less expensive to drive an hour or two to another airport.

Deal with connecting flights. No one likes layovers and plane changes, but it is amazing how much you can save here, over a non-stop flight!

Drive all the way there. Plan a close vacation that requires no flying. Even with high gas prices, it can still be less costly doing this. You might even be amazed what beauty lies near your own hometown.

Avoid rental cars. Try to plan vacations with hotels which offer free shuttle service to attractions and restaurants.

Don't eat breakfast at your hotel. Unless you are entitled to a 'free breakfast', which isn't usually free because these hotels tend to charge more, go out to a restaurant to eat. Most restaurants outside of the hotel will offer breakfast, for generally, half the price of the hotel restaurant.

Find restaurants where kids eat free. Many restaurants have certain days when kids eat free. Plan your meals right and you might not have to pay a penny for your kid's dinners for a week!

Make the most of breakfast and lunch. These two meals are far less expensive than dinner. Fill up at breakfast and lunch and go small for dinner. You can always get cheap snacks to take back to the hotel for after dinner.

Don't over-do the attractions. Theme parks and other entertainment can get expensive. Take a few days of down time to save money. Take advantage of local parks and the hotel swimming pool if there is one.

Investigate local attractions. There are always free or inexpensive local attractions in your hometown and the place you are visiting such as museums, historical sites, natural wonders, etc. that can provide a fun filled and educational day.

When it comes down to it, there are three main areas where you can save money; flights, rental cars, and meals. If you concentrate on bargain hunting in those categories, you are sure to save some money. And that means more worryless vacations to be had.

Reference: <http://diyweekender.com/tips/money-saving-vacation-tips/>



EAP FUNNY CORNER





And do not be conformed to this world, but be transformed by the renewing of your mind, so that you may prove what the will of GOD is, that which is good and acceptable and perfect....Romans 12:2

EAP INSPIRATION STATION



Madurai, India (CNN) -- Narayanan Krishnan was a bright, young, award-winning chef with a five-star hotel group, short-listed for an elite job in Switzerland. But a quick family visit home before heading to Europe changed everything. "I saw a very old man eating his own human waste for food," Krishnan said. "It really hurt me so much. I was literally shocked for a second. After that, I started feeding that man and decided this is what I should do for the rest of my life." Krishnan was visiting a temple in the south Indian city of Madurai in 2002 when he saw the man under a bridge. Haunted by the image, Krishnan quit his job within the week and returned home for good, convinced of

his new destiny. "That spark and that inspiration is a driving force still inside me as a flame -- to serve all the mentally ill destitute and people who cannot take care of themselves," Krishnan said. Krishnan founded his nonprofit Akshaya Trust in 2003. Now 29, he has served more than 1.2 million meals -- breakfast, lunch, and dinner -- to India's homeless and destitute, mostly elderly people abandoned by their families and often abused. "Because of the poverty India faces, so many mentally ill people have been ... left uncared [for] on the roadside of the city," he said. Krishnan said the name Akshaya is Sanskrit for "undecaying" or "imperishable," and was chosen "to signify [that] human compassion should never decay or perish. ... The spirit of helping others must prevail forever." Also, in Hindu mythology, Goddess Annapoorani's "Akshaya bowl" fed the hungry endlessly, never depleting its resources. Krishnan's day begins at 4 a.m. He and his team cover nearly 125 miles in a donated van, routinely working in temperatures over 100 degrees Fahrenheit. He seeks out the homeless under bridges and in the nooks and crannies between the city's temples. The hot meals he delivers are simple, tasty vegetarian fare he personally prepares, packs, and often hand-feeds to nearly 400 clients each day.



Navigating Transformation



Dave Rauls and son, Nicholas

By: Dave Rauls ISG (RET)

Whether I want to admit it or not I am always transforming. Many times it is just another positive part of my human journey. Every now and then I can get a little derailed but that does not indicate I am transformed in a negative way. If I am experiencing negative circumstances I must be cognizant of my personal thoughts, feelings, and emotions. Change, adaptation, and transformation must be navigated like un-charted waters. If the sailors of old where caught up in a tempest or a storm they would search out a beacon or marker to reference a path to safety. How were they transforming? They identified

where they where on their journey and where they needed to go. In the height of their distress they chose to seek out these beacons. Once found, they would never lose sight of it. With all of the static that surrounds me today it can seem that I am caught up in endless storms, one after another. The bashing of the waves and winds of life blowing wants me to relent and transform into a lost fearful person. Just thinking about this reminds me of a passage in the bible, Romans 12:2 "And be not conformed to this world: but be ye transformed by the renewing of your mind, that ye may prove what is good, and acceptable, and perfect, will of God. In relation to this article I would interpret it as such: I should not allow problems to dictate how I respond; I must seek out creative solutions to my issues by renewing my mind in search of what is good, acceptable, and perfect. If I remain fixated on my problems there is a great amount of difficulty in developing a clear path. In the process of proving the human spirit there must be anchor points for when the storms just become overwhelming. The problem could be so over whelming that I have to drop anchor and wait it out until I can see the beacon that guides me to safety; having a belief in something greater than "self" has proven time and time again to assist me in handling the storms of life. If for some reason I just can't see the light of day, or nothing seems to go right, I just can't win; I have benefited by the renewing of my mind!!!

There are a wealth of resources on Fort Sill that can provide comfort and guidance. This EAP newsletter is chock full of beacons & anchors when life's storms begin to over-whelm you; be like that old crusty sailor, accept where you are and plot a course for where you want to go!!! The good news is you have choices as you take charge of your personal transformation!!



transform your mind

My New Dawn By Alison Stormwolf

Done, done, done is the day
Put with my treasures, safely away
Gone, gone, gone is my past
Buried in deep earth, buried at last

Give me a new song, one with great joy
Give me a new heart, that none can destroy
Wake me with gladness, rock me with love
Shelter me always, beautiful dove

Spirit of new birth, spirit of power
Come, Holy Spirit, enter this hour
Never forsake me, never let go

I am your daughter,
Let your light show.

ASAP Facebook: <http://www.facebook.com/pages/Lawton-OK/Fort-Sill-Army-Substance-Abuse-Pro-gram/115638415119642>

ASAP Website: <http://sill-www.army.mil/USAG/DHR/ASAP/>



COME VISIT US AT:

Well-Being Center, ASAP

3415 Miner Road

Ft. Sill, OK 73503

Phone: 580-442-4205

Fax: 580-442-5704

E-mail: rashonda.labrador@us.army.mil

Facebook: <http://www.facebook.com/pages/Lawton-OK/Fort-Sill-Army-Substance-Abuse-Program/115638415119642>

Website: <http://sill-www.army.mil/USAG/DHR/ASAP/>

YOUR EAP IS READY TO SERVE

EAP Services to Employees and Supervisors:

- Assessment, problem identification, and short-term counseling/intervention.
- Referral for treatment and rehabilitation to appropriate community counseling/treatment resources.
- Follow-up services to aid an employee in achieving an effective readjustment to his or her job after treatment.
- Training and education for supervisors and employees about alcohol and drugs.

EAP Services to the Installation Organization:

- Training and consultation for supervisors and managers on how and when to make proper use of EAP services for improving employee performance and conduct.

**RaShonda M. Labrador,
MS, EAPC**



Sneak Peek: What to Expect Next Month

SPRING VS. SUMMER



We are now at the brink of Spring's showers, but we must get prepared for those hotter than "h e double hockey sticks" summer days!! Next month's edition will provide tips to keep all safe during the 100 days of Summer and remind us the importance of taking care of our young, elderly, and pets during this harsh weather season. Also be on the lookout for the top 5 reasons why one will stay in an unhealthy relationship, and what can be done to strengthen esteem for survival.

JUNE ASAP COMMUNITY TRAINING



Next month's community training will provide the opportunity to expand your boundaries exponentially. Don't miss out on the outstanding trainings that June will bring. I look forward to seeing everyone at the upcoming trainings. ASAP Community Training is an open event and the public is welcome to attend. Please invite your family, friends, and co-workers. An experience is always more memorable when you share it with a loved one!!

HAVE SOMETHING THAT YOU WOULD LIKE INCLUDED?



If you have any suggestions for upcoming training topics, newsletter articles or pictures, please feel free to contact me at 580-442-4205 or rashonda.labrador@us.army.mil.

I look forward to hearing from you!!

